

UNITED STATES DEPARTMENT OF THE TREASURY



WHITE HOUSE INITIATIVE ON EDUCATIONAL EXCELLENCE FOR HISPANICS

Department/Agency: U.S. Department of Treasury

High Priority Performance Goal or Program Goal 2: POST-SECONDARY

Other Programs/Projects/Initiatives:

Objective 3.1.7: Internship and Fellowships - Identify internship and fellowship opportunities available to HSI's and Hispanic students.

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
1. Partnership with Hispanic Association of Colleges and Universities (HACU) Internship Program and Hispanic Serving Institutions (HSIs)	Ongoing since 2006.	N/A	8 HACU interns placed in Treasury bureaus in 2013	Varies by Treasury bureau. Bureau funding varies each year.	Office of Minority and Women Inclusion (OMWI), Lorraine Cole 202-927-8181	a. Provide students with exposure to careers at Treasury. Internships vary between a semester and a year-long.

Objective 3.1.8: Workforce Diversity – Identify programs that inform all communities, including Hispanics, of employment opportunities in the agency.

Strategic Activity	Timeframe	Total Population Served	Hispanics Served (Explain metrics)	Funding	Driver/Contact Info	Performance Outcomes
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1. Expanded outreach efforts by partnering with the Professional Diversity Network on LinkedIn The Professional Diversity Network is an online professional networking company that develops and operates online networks and job boards devoted to serving diverse professionals, including Hispanics. Positions on LinkedIn thus get advertised to this network.	Ongoing	38% of the total Professional Diversity Network of 2.5+ million are Hispanic	Approximately 14% of all individuals who view Treasury job postings on the Professional Diversity Network self-identify as Hispanic (as of 6/1/14)	N/A	Office of Minority and Women Inclusion (OMWI), Lorraine Cole 202-927-8181	a. Treasury targets women and minorities for Departmental Offices positions b. Increased visibility of positions at Treasury for Hispanic job-seekers
2. Participation in on-campus recruitment at HSIs at: California State-Pomona, California State-Long Beach, University of California-Riverside, Colorado State-Pueblo, Florida International University, NOVA Southeastern, Northeastern Illinois University, New Mexico State University, University of New Mexico, CUNY-Lehman College, Texas A&M International, Texas State Tech. College, University of Texas-Brownsville, University of Texas-El Paso, University of Texas-Pan America, and University of Texas-San Antonio.	Ongoing	Varies by Treasury bureau	Varies by Treasury bureau	Varies by Treasury bureau. Campus recruiting funding and activities varies by bureau each year. Depending on the purpose of on-campus visit, bureaus may or may not track on-campus activities to vacancies.	Office of Human Capital Strategic Management (HCSM), Barbara Pabotoy 202-622-1282 Office of Minority and Women Inclusion (OMWI), Lorraine Cole 202-927-8181 Office of Civil Rights and Diversity (OCRD), Mariam Harvey 202-622-1160	a. Promote Treasury as an employer of choice b. Target Hispanic students
3. Piloted a panel web chat with University of Incarnate Word (HSI) college students	July 2013	9 accounting class students.	9 students in a summer session class at an HSI. 8 of the 9 students were Hispanic.	\$0	Office of Civil Rights and Diversity (OCRD), Mariam Harvey 202-622-1160	a. Cost-effective way to inform college students at institutions with high Hispanic enrollment of opportunities at Treasury b. Over 90% of students indicated in a post-web chat survey that they found the information provided informative and useful. c. Treasury is exploring ways to expand panel web chats.

<p>4. Outreach activities with Hispanic communities and professional organizations including:</p> <ul style="list-style-type: none"> • National Hispanic Professional Women's Conference • Association of Latino Professionals of Finance Annual Conference Job Fair • National Society of Hispanic MBA Conference • Hispanic Chamber of Commerce • League of United Latin American Citizens (LULAC) Annual Conference • National Society for Hispanic Professionals 	Ongoing	Varies by Treasury bureau	Varies by Treasury bureau	Varies by Treasury bureau	<p>Office of Minority and Women Inclusion (OMWI), Lorraine Cole 202-927-8181</p> <p>Office of Human Capital Strategic Management (HCSM), Barbara Pabotoy 202-622-1282</p> <p>Office of Civil Rights and Diversity (OCRD), Mariam Harvey 202-622-1160</p>	<p>a. Promote Treasury as an employer of choice</p> <p>b. Increase pool of Hispanic applicants for positions at Treasury</p>
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